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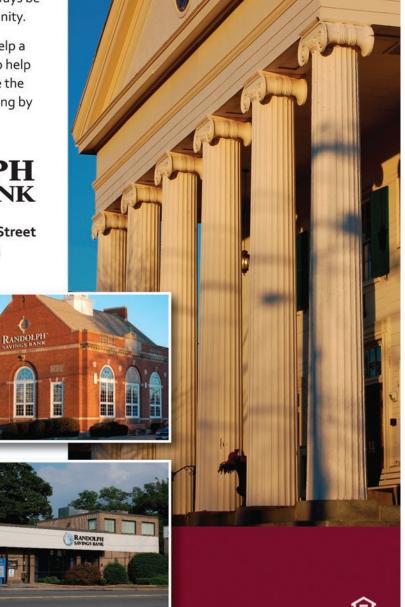


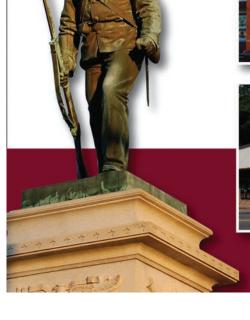
businesses and Randolph grow for 160 years. In all that time we have remained steadfast in our resolve to provide a safe, common sense approach to banking so that we will always be here for our customers and the community.

Whether it is a small business loan to help a local company or a home equity loan to help a local family, we are proud to embrace the spirit of independent community banking by investing in the future of Randolph.



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41 South Main Street, Randolph, MA 02368 • Tel: 781-961-0911 • www.townofrandolph.com



Dear Friends:

Randolph is a proud, vibrant, progressive community that is eager to establish itself as one of the finest communities in the Commonwealth of Massachusetts. With unparalleled geography and rich diversity, Randolph provides unique opportunities not found elsewhere on the South Shore of Boston.

Our location is perfect for residents and commercial opportunities alike. Surrounded by Rt. 93/128 and Rt. 24, we have quick and easy access to a wide range of cultural, historical, commercial, and entertainment opportunities within the Greater Boston region. We share a Town border with seven other communities and easy access to and through town is provided by Rt. 139 and Rt. 28, linking us with the economic base of the entire region.

We are serviced by the MBTA Commuter Rail as well as public transportation service via MBTA bus service and the Brockton Area Transportation (BAT) bus service. Few communities allow for better commuting access to Boston, the South Shore, the 128 Belt, and Southeastern Massachusetts.

We are immensely proud to be the most diverse and vibrant community on the South Shore. Here you will find a progressive community that embraces its wonderful multi-cultural identity. Our community events celebrate both our proud history and our exciting future.

And we have a solid plan to ensure a successful and exciting future. To borrow from a line from President Calvin Coolidge, "the business of Randolph is business." I recognize that the vital programs and services that have improved the quality of life in our town depend upon a successful business community. I view the Town as having an active role in partnering with the

> business community toward mutual success. If you operate a business in Randolph, you will find us to be cooperative, innovative, and competitive for your business.

Though we have made tremendous progress, there is so much more we plan to accomplish. In order to continue our success, we must continue to attract investment and reinvestment in our

community.

I hope you enjoy this market guide and the interesting and useful information about our great town. Randolph has a very bright future and we hope that you consider being part of it.

porated

David C. Murphy Town Manager

860-963-0414
email: marketing@gdpublishing.com
www.gdpublishing.com

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DEMOGRAPHICS

(source: *MA Dept Labor)

- Incorporated as a town: 1793
- Population: 30,082 in 2008*
- Land area: 10.5 sq. miles
- Population Density: 2,900 per sq. mile
- Labor Force: 16,986 in 12/2010*
- **Unemployment Rate:**
- Government: Council/Manager

Overview

Originally part of Braintree, the South Precinct (called Cochato by the Native Americans) split off and was incorporated in 1793. The town was named in honor of Peyton Randolph, a wealthy Virginia patriot and first president of the Continental Congress in 1774.

Nearly two-thirds of Randolph workers were employed in the town's boot and shoe industry, which augmented subsistence farming in the town's early years. This industry attracted workers from across New England, Canada and Ireland and later from Italy and Eastern Europe, each group adding to the town's diversity.

By 1850 Randolph had become one of the nation's leading boot producers, shipping products as far as California and Australia. The industry continued well into the twentieth century and ceased with the closing of the last footwear producer, Randolph Manufacturing Company, also known as Randy's.

Today Randolph has evolved to a suburban residential community supplanted by light manufacturing and service industries. Modern-

day Randolph takes pride in being a culturally diverse municipality that offers a variety of home styles, businesses, and industry. There is an active group of residents who volunteer on boards, committees, commissions, and PTOs. Randolph also has an active Chamber of Commerce as well as several veterans, fraternal, and service organizations. The annual "Night Before the Fourth" parade and fireworks display sponsored by the Randolph Firefighters are well known in the area.



Economic Development

Randolph has a progressive government that strives to offer a business friendly climate. In 2009, the town developed the BizTeam, whose mission is to help develop a vibrant economic climate that retains, expands and attracts diverse businesses to the community. The goal is to grow Randolph's commercial tax base while keeping property taxes low

A BizTeam evaluation has led the town to revamp zoning regulations and encourage new business development in Randolph.

Town Manager David Murphy has emphasized a strong direction of cooperation among town boards and committees to work together and revitalize Randolph for the benefit of all community members. The town is working to be innovative in attract new businesses and residents, including using both traditional methods such as property tax incentives as well as waiving permit fees on renovations and

giving down-payment assistance to middle-income homeowners.

A current project with MassDevelopment, the State's finance and development authority, is a "Downtown Development Plan" in Crawford Square. In addition to \$2.5 million in public works improvements, this project will designate certain needs in the downtown area for parking, signage, zoning, and so on, to continue improving the downtown environment for business and residents. Through this partnership, MassDevelopment has issued Randolph a grant to create a plan that encourages investment in Randolph's downtown.

Randolph was recognized by the State in 2010 for work on a Special Tax Assessment (STA) with Elite Envelope and Graphics. Randolph has also worked with local companies Stacy's Pita Chips, Pearl Meat, and Sears by providing TIFs and STAs that encourage economic development in the town.

Working With Local Business

Elite Envelope and Graphics was founded in 2003 after the closure of 60-year-old Northeastern Envelope in Braintree. Former employees David Theriault and Jerry Velona decided to re-introduce envelope manufacturing to the Boston area and offer even better service and products. Six months later, the company surpassed \$1M in sales and saw steady growth. In 2008, Elite Envelope was ready to expand further.

"We faced the end of our 5-year lease and looked to purchase a larger building," says Theriault."We viewed numerous properties but felt strongly about staying close to our current location if it was financially feasible. One vacant building in Randolph looked like a great space with some work. We approached the town to discuss the possibilities of an STA. We were facing many hurdles: the building purchase, an expensive equipment move, and an extensive demolition/rebuild. An STA was critical for our business to be able to handle this move.



Looking back more than two years, I realize we had faced an unprecedented economic climate immediately following the move. Without the STA, I really do not know where we would be today. Now in 2011, we are starting our steady growth again, and we are planning to add staff this vear.

Since becoming a business owner in Randolph, I have become very active in

the town as an officer with the Randolph Chamber of Commerce. The town is working hard to attract businesses. Because of our fantastic location and highway access, our diverse population, a town government and school system moving in positive directions, Randolph is perfectly situated now and for the future.

~ David Theriault, Owner & Cofounder

"The selectmen were very receptive to a discussion. They formed a task force and we hammered out a deal that worked for both the company and the town. We presented together at a Town Meeting and received unanimous approval for the State Tax Assesment (STA). The town government was critical in this process and very supportive of our company. As a Randolph resident of many years, I was very pleased to move the business into town."

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Jeanne Roche,

Randolph Branch Manager

STETSON HALL GETS A

\$3.5 Million Makeover

Stetson Hall is a beautiful Greek Revival building built in 1842 and is Randolph's most iconic structure. Formerly used as municipal office space, a \$3.5 million dollar renovation was completed in 2009 to restore lighting and sound systems tastefully blended into the building's historic fabric. The hall can seat 225 for a dinner function and can accommodate more than 300 for concerts or meetings. Stetson Hall hosts a variety of











the building to its original use as a center for social and civic activities where residents can share and celebrate the spirit that makes Randolph such a special place. Professional offices and an historic exhibit area occupy the first floor of the building, which is fully accessible. The second floor features a modern catering kitchen, assembly hall, balcony, and stage complete with state of the art

visual and performing arts programs, and is a popular venue for business and community meetings, wedding receptions, reunions, and other rental functions. The building is open weekdays from 9:00am to 5:00pm and other times by appointment. For more information or to book your next function, contact Trustees Chairman Henry Cooke at 617-710-7976, or stetsonhall@verizon.net

Whether you're a small home based business or a large corporation or institution, the Randolph Chamber can offer many avenues of support such as: Group health insurance, Networking Events to help you promote your business, assistance in navigating local Governmental procedures and seminars beneficial to the membership and Web Business Directory just to name a few.



The mission of the Randolph Chamber of Commerce is to promote, enhance and strengthen the business interests of its members and to maintain and unify a sound and healthy business district and climate while contributing to the well being of the Randolph community.



Randolph Chamber of Commerce 1 Credit Union Way, Suite 210 Randolph, MA 02368

Phone (781) 963-6862 Fax (781) 963-5252 www.randolphchamberofcommerce.org

Business ResourcesRandolph Chamber of Commerce



Founded in 1986, the Randolph Chamber supports large and small businesses in Randolph and surrounding com-

munities by fostering business success, growth and development. Membership benefits include group health insurance, networking events, assistance in navigating local governmental procedures, educational seminars and a web business directory. The Chamber is involved in many community events such as Road Races, Holiday Lighting & Stroll, and the 4th of July Parade. The Chamber also works with local government to create a healthy business climate and one that contributes to the local quality of life.

www.randolphchamberofcommerce.org

The Neponset Valley Chamber of Commerce supports the businesses of Randolph and eleven other communities



in the region. Founded in 1894 as the Norwood Business Association, today's 800+ membership

represents everything from large multinational corporations to small home based businesses. Besides offering membership benefits such as networking, industry-specific alliances, discounts and more, The NVCC addresses area-wide issues such as transportation, regional business development that subscribes to "smart growth" concepts, and protecting and preserving vital natural resources.

www.nvcc.com

MassDevelopment is the state's finance and development authority. A lender and developer, the agency stimulates growth by eliminating blight, preparing develop-



ment sites, creating jobs, and increas-

ing the state's housing supply. Offering a range of finance programs and real estate development services, MassDevelopment adds programs and takes on new roles as needs and opportunities emerge. By partnering with MassDevelopment for financing, consulting or development, clients benefit from cost-saving incentives and access to finance, real estate and business development services.

www.massdevelopment.com



Randolph residents are proud of their community and willing to invest in its future prosperity. With support from taxpayers in the form of voter approval of property tax increases in 2008, residents showed a strong commitment to supporting education and public safety, infrastructure improvements to help revitalize the local economy, and opportunities to foster community pride—such as restoring local landmark Stetson Hall and other town beautification projects. Today,

Randolph can boast making great progress on all these fronts.

Randolph is also proud of its diversity, with many races and religions represented and many languages spoken.

Randolph Public Schools are a good reflection of the community. There, children of all backgrounds learn and



dream and play together. Headquartered at Randolph High School, the Randolph Community Partnership, Inc. is a non-profit organization that provides educational opportunities such as free English for Speakers of Other Languages (ESOL) classes to adult learners, particularly immigrants, in order to help build an integrated multicultural community. The RCP also helps companies plan and implement workplace education classes for employees. www.rcpinc.org

Fun for All Ages

First held in 1968, the annual **Night Before the 4th Parade** is a popular town event that showcases Randolph's sense of community. Since 2003, the Friends of the Randolph Parade—a registered nonprofit—has raised funds from families and local businesses to pay for the annual event. Each year, local groups and organizations register to march in the parade with a float based around a different theme. Some years, marching bands from across the country have entertained the crowds. There are events leading up to the parade and a donation bucket is often passed along the parade route.

In its 13th year, the annual **Randolph Country Fair** is a five-day festival of family fun held at the Zapustas Ice Arena. The Fair features a roller coaster, balloons, Ferris wheel, food court, clown, games, face painting and more. Proceeds go to the Randolph Recreation Department and help to defray the costs of programming.





The Ponkapoag Camp is a historic camp owned by the Appalachian Mountain Club. The camp is located on the 230-acre Ponkapoag Pond in Randolph, within the 8,500-acre Department of Conservation and Recreation Blue Hills Reservation. Built in 1920, it was added to the National Historic Register in 1980. Visitors can rent rustic cabins or tent sites from the AMC just 15 minutes from Boston.

Powers Farm at 592 North Main Street is a gem and a cornerstone of the town's quality of life improvements.

Randolph purchased it in 2010 for \$1.2 million. The beautiful tree-lined fields bordered by a lake will become a Town Common with a picnic pavilion and plenty of green space for residents to enjoy.

The DCR Blue Hills Reservation

stretches over 7,000 acres from Quincy to Dedham, Milton to Randolph. With its scenic views, varied terrain and 125 miles of trails, the Blue Hills Reservation offers yearround enjoyment for the outdoor enthusiast.

Arts, Culture & Activities The Randolph Community Arts Council,

a volunteer group that has served the town for over 30 years, organizes events at the Williams Gazebo and Green. These include free weekly summer concerts and the annual International Arts in the Park celebration. Thousands of people have enjoyed these popular events.

www.randolphartscouncil.4t.com

Randolph's Board of Recreation

administers adult and children programs, summer youth programs, educational and athletic activities (including the Recreational Swim Team and

Grace Colorguard), special events and more. Kids can take advantage of summer and vacation camps featuring arts & crafts, games, sports and other special events or take an instructional class such as martial arts, basketball, jump rope and dance. The recreation department also offers group trips & tours to area attractions throughout New England including the islands.



The recreation department also manages and operates the Joseph J. Zapustas Ice Arena, Randolph Community Pool and the Imagination Station Playground. The Randolph Country Fair, Halloween Extravaganza, and Father/Daughter Valentine's Day Dance are just a few annual events organized by the Board of Recreation and enjoyed by residents. Events and activities are updated often on the recreational website, visit them at: www.randolphrec.com







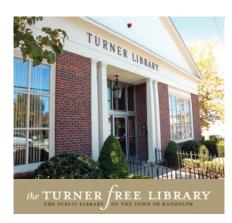
The Randolph Theater Company is a division of Randolph Recreation and is run by a hard-working group of volunteers. This diverse and dedicated group range in age from 4 to 84. The Randolph Theater Company presents at least three shows each year, including a summer musical for actors ages 13 and up, a fall musical for all ages, and a spring show for actors 16 and older. www.randolphtheatercompany.com

The 1806 Jonathan Belcher House on the National Register of Historic Places, is home to the Randolph Historical Society and the Randolph Women's Club (formerly The Ladies Library Association), which has been headquartered there since 1911. Every three years, the RWC hosts a Christmas Showcase featuring rooms decorated for the holidays by local designers. Other events include a Strawberry Festival during the Town's Annual "Before the Fourth" Parade. The Belcher House hosts monthly Afternoon Teas available by reservation and can be rented for special occasions.

www.jonathanbelcherhouse.org

Brush Hill Tours is a family-owned transportation business founded in 1920. Back then, it was the first motorcoach company to use rubber tires on the eastern seaboard and provided transportation to domestics working for estates in Milton, MA. Today, Brush Hill offers New England sightseeing tours, the Beantown Trolley Shuttle (a narrated tour of Boston), casino tours, employee shuttle programs, convention and meeting transportation, and charters of all kinds throughout North America.

www.brushhilltours.com



The Turner Free Library on North Main Street was founded in 1874 and is one of the state's first public libraries. The library offers a vibrant community center, programs for all ages, large movie and music collections, a new teen area, and a dynamic children's room.

www.turnerfreelibrary.org





Dining, Entertainment & Event Planning

Randolph has a wide range of restaurants to satisfy every appetite. Some choices include **Not Your Average Joes**, **Rick's Café, Bertucci's, Cafe Bella, Five Guys Burgers & Fries, Bon Vivant, La Scala Ristorante, A Touch of Italy and more**. Vermarje is a tea shop that hosts Sunday afternoon teas. Two long-standing Randolph businesses that offer events

and functions are The Lantana and Lombardo's, which are well known throughout the Bay State for great cuisine, service and atmosphere.

National Amusements Inc. has recently completed a \$5 million makeover for Randolph's popular Showcase Cinemas. This 16-screen theater has a new name to match its updated style...Showcase Cinema de Lux provides "Lux level" sections in two theaters, offering food & drink service to moviegoers willing to pay more for the convenience. Randolph's multiplex also features a 3-D IMAX screen in one of the theaters.



The Lantana has offered great cuisines and excellent customer service to the South Shore for over 35 years. The Lantana Function Facility in Randolph features over 40,000 square feet of space and 15 meeting and function rooms to accommodate groups raging from 5 to 2,000 people. The Lantana also operates an offsite-catering partnership, Seacoast Catering. **www.thelantana.com**

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For more information, call 888.640.3713 or visit WoodviewAtRandolph.com



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Lombardo's Conference & Function Facility is a private function facility in its third generation of ownership. Lombardo's is often recognized for its grand spiral staircase and for being home to New England's largest crystal chandelier, built in 1971 and measuring 18 x 23 feet. Lombardo's hosts weddings, family and social celebrations, proms and corporate events.

www.lombardos.com

Randolph has convenient shopping, with easy access to a wide range of stores, restaurants and services at Sterling Plaza, Gateway Plaza, North Randolph Plaza, Shaw's Plaza, Crawford Square Business District and Randolph Village. Stores range from small businesses such as William & Kenneth Fine Jewelers and the attractive Randolph Package Store to the Curtain & Bath Outlet, Shaw's and CVS. Crawford Square is Randolph's main commercial center and the site of recent infrastructure upgrades made with help from grants from MassDevelopment to improve the function, safety and appearance of the area and help boost the Town's economic vitality and commercial success.

-ducation

Located on the South Shore of Boston. Randolph is convenient to abundant opportunities at all levels of education, especially at the post-secondary level...since the greater Boston area boasts a wealth of colleges, universities, and technical schools. Randolph is also home to specialized education and treatment for those with autism.

The Randolph Public **School District**

The Randolph Public Schools serve an ethnically and linguistically diverse community of approximately 3,000 students and their families in four elementary schools, one middle school, and one high school. Our community, families, and educators take pride in the high levels of achievement and learning demonstrated by our students and the spirit of community that makes it happen. www.randolph.k12.ma.us

We believe that:

- Every student is a unique, multifaceted individual who deserves to be inspired, challenged and nurtured.
- Every student is capable of learning and achieving at high levels given proper support.
- Student learning and achievement is a responsibility shared among students, teachers, parents, and the community.
- Every teacher should be a skilled and dedicated educator who has a love for
- Students and staff have the right to a safe and respectful learning environment.
- The diversity of our students and the residents of our community is an asset and opportunity for growth & learning.
- Schools have an obligation to ensure that their staff is current and utilizes best practices in their work with students.
- Civility and civic responsibility are as important as academic success
- The district's strategic plan focuses on three goals: demonstrating a year-toyear pattern of overall improved student learning and academic achievement, actively engaging parents in their child's education, and increasing community support and investment in the schools.



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Randolph high school students make up the largest population of the **Blue Hills Regional Technical School** in Canton, MA. Situated on a 35-acre campus bordering the Blue Hills MDC reservation, this four-year public high school educates about 850 students from the towns of Avon, Braintree, Canton, Dedham, Holbrook, Milton, Norwood, Randolph, and Westwood. A Blue Hills' education "emphasizes the integration of cutting-edge technical programs and challenging academic courses, enabling students to become competent, caring and productive people in a diverse and changing world."

Blue Hills also offers a wide range of adult education and continuing education programs.

www.bluehills.org

Independent Schools

Founded in 1798, **Milton Academy** in Milton, MA, is an independent, coeducational college preparatory school that educates almost 1,000 students in grades K–12. It offers both boarding and day school for grades 9–12. "Milton Academy cultivates

in its students a passion for learning and a respect for others. Embracing diversity and the pursuit of excellence, we create a community in which individuals develop competence, confidence and character." www.milton.edu

Thayer Academy in Braintree, MA, is an independent, college preparatory day school for boys and girls in grades 6 –12. Founded in 1877, Milton Academy educates about

700 students. In the words of Headmaster Koskores, "Thayer is a very special place. Our community is grounded and representative of the larger society of which we are a part. We have a traditional reverence for academics, and

we are equally committed to ensuring that our students grow through involvement in the arts, athletics, and service."

www.thayer.org

Based in Randolph, the **Boston Higashi School, Inc.** is the international program serving children and young adults with autism. The school's philosophy is based on the tenets of Daily Life Therapy® developed by the late Dr. Kiyo Kitahara of Tokyo, Japan. This method provides children with systematic education through group dynamics, the intermingling of academics and technology, art, music and physical education. The goal of this educational approach is for individuals to achieve social independence and dignity, and to benefit from and contribute to society.

www.bostonhigashi.org

Post-Secondary Education

Massasoit Community College has

campuses in Brockton, Canton, and a new facility in Middleborough, MA. Founded in 1966, Massasoit Community College offers associate degree programs in arts, sciences, and applied sciences plus certificates for a range of occupations and interests. MCC also offers corporate and job skills training courses, personal enrichment classes, theatre and concert performances, and programs for high school students, younger children, and seniors. MCC is one of the largest of the state's 15 community colleges.

www.massasoit.mass.edu

Tower Hill Center for Health and Rehabilitation



Dedicated to Hope, Healing and Recovery. Tower Hill Center for Health and Rehabilitation is a 164-bed Joint Commission-accredited skilled nursing and rehabilitation center that specializes in providing short-term rehabilitation, long-term care and respite services. Tower Hill is a certified kosher facility and has a unit specifically dedicated to the needs of our Russian-speaking elderly. Our mission is to maintain the highest standards for quality care and quality of life for each resident.

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Hospitals & Healthcare

Milton Hospital in Milton, MA, is a clinical affiliate of Beth Israel Deaconess Medical Center in Boston. Milton Hospital cares for people of all ages in Milton, Quincy, Braintree, Randolph, Canton, Hyde Park, Dorchester and other local communities. Services in this 81-bed facility include general medical and surgical inpatient care, 24-hour emergency services in a renovated and expanded Emergency Department and a complete complement of outpatient services. Milton Hospital's services are additionally accessible to Randolph residents through its Community Physicians Office in Randolph Square.

www.miltonhospital.org

The Good Samaritan Medical Center

in Brockton, Massachusetts, is a full service, acute care, 231-bed Catholic hospital offering a full range of medical and diagnostic services, surgical specialties plus addiction treatment and services. The medical center serves Brockton and twenty-one surrounding communities, including Randolph. The hospital's commitment to providing quality care and excellent service has been recognized, scoring in the top 7% of hospitals nationwide for patient satisfaction. The Joint Commission for the Accreditation of Health Care Organizations also recently scored the facility 91 points of a possible one hundred. And the Commission on Cancer of the American College of Surgeons awarded Good Samaritan the highest rating possible for a community hospital cancer program. www.caritaschristi.org

The May Institute is an award-winning nonprofit organization that provides educational, rehabilitative, and behavioral healthcare services to individuals with autism spectrum disorders and other developmental disabilities, brain injury, mental illness, and behavioral health needs. The Institute also provides training and consultation services to professionals, organizations, and public school systems. Founded over 55 years ago, the May Institute is now a national network serving thousands of individuals and their families annually. With corporate headquarters in Randolph, MA, the Institute operates nearly 200 service locations in more than a dozen states across the country.

www.mayinstitute.org



Tower Hill Center for Health and Rehabilitation in Canton, MA, offers a full range of medical and social services to treat and support patients and residents. Tower Hill can provide everything from intensive short-stay rehab to longer-term restorative care.

www.towerhillcenter.com

Cedar Hill Health Care Center in

Randolph is a nursing and rehabilitation center featuring leading edge clinical programs, fine dining, recreational activities and amenities such as a newly renovated Short Term Care Unit and a state-of-the-art Rehab Gym. Cedar Hill offers patients a range of rehab programs, post acute specialty services, long term living options, including a memory care program for residents with Alzheimer's disease and dementia.

www.healthbridgemanagement.com/

Located in a beautifully landscaped setting off Main Street in Randolph, Simon C. Fireman Community offers independent senior housing with supportive services in a small-town setting just 15 miles from Boston. Owned and managed by Hebrew SeniorLife, the largest provider of elder care in the Boston metropolitan area, the Simon C. Fireman Community is a 159-unit subsidized housing complex for people 62 and older. Hebrew SeniorLife, an affiliate of Harvard Medical School, is a nonprofit, non-sectarian organization that-among numerous other elder care services-provides retirement communities designed to help older adults live healthy independent lives. www.hebrewseniorlife.org/simon-fireman-community

More for you. Right here in Randolph.

Independent Senior Housing with Supportive Services

Our 159-unit subsidized housing complex for people 62 years of age and older is now accepting applications. Income restrictions apply.

All of our studio and one bedroom apartments are designed for easy access by handicapped individuals and each features

a 24-hour emergency call system, wallto-wall carpeting, and individual heat and air conditioning controls.

An active Seniors' Association, as well as informal networks among neighbors and friends, fosters a sense of community.

Amenities include a Fitness Center, Art Studio, Computer Learning Center, and much more.

The Simon C. Fireman Community is sponsored by Hebrew SeniorLife.

To make arrangements to tour our community or for more information, call 781-986-8880.

640 North Main Street Randolph, MA 02368 www.simoncfireman.org



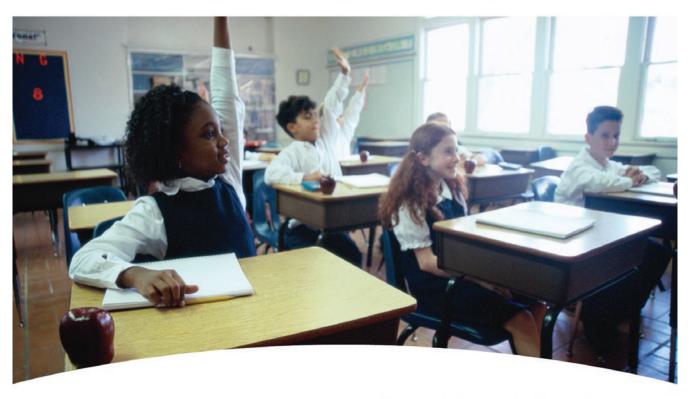








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Congratulations to the Town of Randolph for your leadership in energy awareness and conservation!

Honeywell is honored to have been a part of the facilities renovation and upgrades that the Town of Randolph is implementing. We want to thank the employees, students, staff, administration and the entire community for

their support throughout this project. Honeywell is proud to help the town and school district provide working and learning environments that are safer, more comfortable and more energy efficient. And by improving your buildings' performance, you'll also improve your bottom line. Guaranteed. That's what keeps you at the top of your game.

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